



Washington, D.C. 20505

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31 JUL 1987

OCA 87-2716

The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

Thank you for your letter of 5 June 1987 expressing your concern about the Central Intelligence Agency's (CIA's) replacement of General Services Administration (GSA) Federal Protective Officers (FPOs) with special CIA security officers.

I have reviewed the recent correspondence on this subject sent to you by then-Acting Director Gates. While I believe the Agency is making a good effort at this time to improve the hiring of former FPOs, I share your concern that this matter needs continuing attention. I assure you that I will monitor our progress, and I will take the occasion of our regular meetings to give you periodic updates.

With respect to your question about the pay offered to the FPOs, as we have explained to your staff, prior to October 1985 Security Protective Officers' (SPOs') starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, like the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 when the pay cap was modified were hired at the GS-06, Step 1 level (\$16,521 per annum). Since April 1987, all SPO applicants have been hired at the GS-06, Step 8 level (\$20,378 per annum), negotiable to GS-08, Step 10 level (\$26,435 per annum) for certain supervisory personnel. We are confident this pay scale is competitive with other local D.C. police organizations.

While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. Although we were able to attract many qualified recruits, they came mainly from outside the D.C. area; the thought of a pay cut was surely a disincentive to many FPOs. We believe this explains in part why only a small number of FPOs applied to become SPOs.

In addition, as you know, our staffs met on 12 June for a thorough discussion of the matter. Our officers explained the actions we are taking to encourage former FPOs to apply for our SPO positions. This includes letters written to [] former FPOs to inform them about the SPO positions and to invite them to STAT apply.

On 20 June the Agency held an open house at the Headquarters auditorium to meet with FPOs, explain our program and to solicit their applications. [] of our former FPOs responded and attended that open house. We have already received [] applications from former FPOs as a result of these initiatives. All applications from former FPOs will be given preferential treatment. Of course, we will continue to keep your staff informed of our progress.

I look forward to hearing your views on improving the CIA's minority hiring performance. I hope we can work together to ensure a successful program.

Sincerely yours,

STAT

// William H. Webster

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William H. Webster
Director of Central Intelligence

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87-1885X

May 8, 1987

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RECPT # _____

THOMAS K. LATIMER, STAFF DIRECTOR
 MICHAEL J. O'NEIL, CHIEF COUNSEL
 THOMAS R. SWEETON, ASSOCIATE COUNSEL

Honorable Robert M. Gates
 Acting Director of Central Intelligence
 Washington, D.C. 20505

Dear Mr. Gates:

The Intelligence Authorization Act for Fiscal Year 1985 contained a provision authorizing the appointment of special CIA policemen to protect Agency personnel and property. In its report accompanying the House version of the Fiscal Year 1985 bill, the Committee stated, with respect to the special police authority, that it "expects the CIA to grant preferences in hiring for the planned CIA physical security personnel positions to qualified individuals who currently serve in FPO assignments at the CIA."

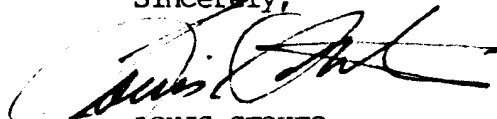
Please provide the Committee with a statistical analysis that shows:

- how many FPO policemen were assigned for duty at CIA on May 10, 1984, the date the House report was filed, including how many of such number were ~~minorities~~;
- how many FPO policemen applied for special CIA police positions including how many of this number were minorities; and
- how many FPO policemen have been hired by the Agency as of the date of this letter, including how many of that number are minorities.

In addition, please provide the Committee with a description of how the Agency went about giving preference to those FPO policemen formerly assigned at CIA who applied for employment as special CIA policemen, as well as any efforts the Agency may have made to inform these FPO policemen of job opportunities and possible hiring preference at CIA.

Please provide this information to the Committee by May 18, 1987.

Sincerely,



LOUIS STOKES
 Chairman

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U.S. HOUSE OF REPRESENTATIVES

PERMANENT SELECT COMMITTEE
 ON INTELLIGENCE

WASHINGTON, DC 20515-6415

THOMAS E. LATIMER, STAFF DIRECTOR
 MICHAEL J. O'NEIL, CHIEF COUNSEL
 THOMAS R. SWEETON, ASSOCIATE COUNSEL

June 5, 1987

Honorable William H. Webster
 Director of Central Intelligence
 Washington, D.C. 20505

Dear Judge Webster:

You and I have discussed the issue of minority hiring several times in your previous position as Director of the Federal Bureau of Investigation.

I was impressed by your interest in this matter and by your efforts to improve the minority hiring practices at the FBI.

Although I did not mention this issue at our meeting the other morning, there is something that I want to bring to your attention.

In 1984, the CIA asked the Committee for legislative authorization to hire special CIA policemen to replace GSA Federal Protective Officers assigned to protect CIA property and personnel. GSA was unable over a several year period to provide sufficient numbers of personnel to fill the number of guards required by the CIA. STAT

The FY 1985 Intelligence Authorization Act provided the requested legislative authority. The report accompanying that bill stated that the Committee expected the CIA to grant preference to the GSA people then assigned to CIA in hiring for the new CIA protective force. STAT

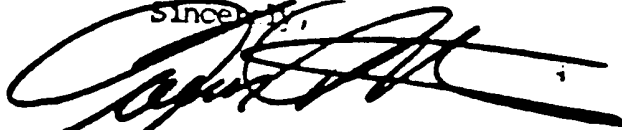
On May 10, 1984 when the House report was issued, there were FPOs assigned to CIA, of whom were minorities. This Committee in May of this year asked CIA how many of the had been hired by the CIA and how many were minorities. The CIA answer stated that only of the had been hired, of whom were minorities. STAT

Apparently the briefing that CIA gave the GSA personnel about the changes that were coming indicated that they would have to take a substantial cut in pay if they applied for and were accepted into the new CIA protective service. Naturally, most of them preferred to stay with GSA and to take other assignments.

That contrasts with the way the National Security Agency handled a similar transition. NSA offered an increase in pay for GSA personnel who were willing to switch to the new NSA protective force and 383 of the 387 GSA personnel assigned to NSA joined their new force.

Knowing of your interest in minority hiring, I wanted to call this to your attention. I look forward to working with you on this and other matters in your new position as Director of Central Intelligence.

Sincerely,

A large, stylized handwritten signature in black ink, likely belonging to Louis Stokes, written over the word "Sincerely,".

LOUIS STOKES
Chairman

Central Intelligence Agency



Washington, D.C. 20505

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22 MAY 1987 OCA 87-2216

The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

This is in response to your letter of 6 May 1987 concerning General Services Administration (GSA) Federal Protective Officers (FPOs) and the CIA's Security Protective Service (SPS). Let me begin by answering briefly the specific questions contained in your letter:

- As of 10 May 1984, [] FPOs, [] of whom were minorities, were assigned to the Agency. STAT
- To date, [] FPOs, [] of whom are minorities, have applied for SPS positions. STAT
- As of 8 May 1987, the Agency has hired [] FPOs, [] of whom are minorities. [] other FPOs, [] of whom are minorities, are in process for employment. STAT

In addition, you might be interested in our experiences with this program to date:

- At the start of the SPS recruitment program, we notified all FPOs assigned to CIA facilities that we were recruiting for the SPS. They were afforded special briefings on the program in the CIA auditorium. We provided incentives in the form of a waiver of Federal Law Enforcement Training Center (FLETC) training if the individual had Federal Protective Service (FPS) refresher training within the past five years. We also waived for FPOs the minimum Agency qualifying score on our standard clerical/technical employee aptitude test (SET). [] of the [] former FPOs now in the SPS ranks were hired during this initial period, prior to STAT

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October 1985. All [] received starting pay comparable to that which they had been receiving in the FPS.

- Very early in the SPS program we learned that GSA, which was operating at about 65 percent of its FPO strength, would not be able to replace FPOs in CIA buildings who left their service to join the SPS. Due to the fact that the Special Protective Officers (SPOs) could be assigned only to certain facilities at that time, we were left with an unfillable vacancy each time an FPO departed from a facility which could not be covered by the SPS. By agreement with GSA, Agency managers refrained from active recruiting of FPOs at that time. We did not decline to accept applications from FPOs, but the only preferential treatment afforded FPOs between October 1985 and November 1986 was the waiver of FLETC training and SET scores.
- Prior to October 1985, SPO starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, such as the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 were at the GS-06, Step 1 level.
- While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. The thought of a pay cut was surely a disincentive to many FPOs. After our initial efforts to recruit SPOs from the local areas had failed to produce a sufficient number of applicants, we began to recruit more widely throughout the Continental U.S.

In November 1986, we reached agreement on completing the FPO/SPS transition with the FPS and obtained its agreement to resume active recruitment of FPOs. We subsequently sent about [] recruitment letters to FPOs and distributed an equal number

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of recruitment brochures. We are giving all FPO applications priority handling. In addition, in April 1987, we raised the entry-level SPS salary to a negotiable range from \$20,378 to \$26,435, depending on qualifications, to be more competitive with local police organizations. We hope these steps will increase our success in hiring FPOs for the SPS.

The bottom line is that we have not been successful in recruiting a significant number of FPOs for the SPS thus far. Although there are many reasons for this situation, as described earlier, one principal reason is that we were simply not active enough in recruiting FPOs from the start. I assure you that since last November we have worked to correct this deficiency and will redouble our efforts to ensure that the FPOs assigned to CIA receive the hiring preference which Congress expects.

Sincerely,

/s/ Robert M. Gates

Robert M. Gates
Acting Director of Central Intelligence

OCA/Senate (20 May 87)

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